



REGENT EDUCATION & RESEARCH FOUNDATION

Group of Institutions

Gender Audit Report



Principal
Regent Education & Research Foundation
Bara Kanthalia, P.O. - Sewli Telinipara
Barrackpore, Kolkata- 700121

Campus : Regent Education & Research Foundation Group of Institutions

E-mail : rerfkolkata@gmail.com, Website : www.rerf.in

Campus Address:

Bara Kanthalia, Barrackpore
P.O: Sewli Telinipara, P.S.: Titagarh
Kolkata - 700 121
Tel.: 033-3008-5442/432/431, Fax: 033-3008-5442

Regd. Office Address:

11/3, Biresw Guha Street
7th Floor, Kolkata - 700 017
Tel.: 033-3221-3013



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Gender Audit Team Member

Sl.No.	Name	Designation	Signature
1	Dr. Samik Chakraborty	Principal	
2	Mr. Subhankar Ghosh	Registrar	
3	Mr. Suprovat Basu	Deputy Registrar	
4	Mr. Indrajit Datta	Administrative Officer	
5	Dr. Rajdeep Chakraborty	IQAC Co-ordinator	
6	Mr. Avik Ghosh Dostidar	Assistant Professor, BSH Dept.	
7	Dr. Nibedita Mukherjea	ICC Cell, Chairperson	
8	Mrs. Laboni Nandi	ICC Cell, Convenor	
9	Dr. Suman Kumar Dey	HOD, EEE Dept.	
10	Mr. Mrinmoy Das	Assistant Professor, EE Dept.	

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Gender Audit

Introduction

Gender audit is a process of identifying whether the institute has maintained their gender equality. It enable organisations to bring into equilibrium and improve aspects of their culture that discriminate against students and women employees and beneficiaries.

It is a strategy for gender mainstreaming, assist organisations in identifying and understanding gender patterns in their workforce and students, organisational culture, and human resource management, as well as in the formulation and execution of policies and services. They also assist in determining the influence of organisational performance and management on gender equality. Gender audits offer a baseline against which progress can be monitored over time, highlighting major gender inequalities and issues, and recommending changes and solutions to address them.

A gender survey was conducted by the college to evaluate and understand the aspect of gender equality in the campus. Participants were handed out questionnaire carrying some important gender awareness questions. All answers were to be used for academic aims – including reports, and only in group analysis.

Objectives of Gender Audit


1. To distinguish the regions where the orientation imbalance exists
2. To distinguish the plausible reason for the sexual orientation imbalance
3. To maintain good gender balance in all fields of college.
4. To advise ways to bridge the gender gap
5. To implement prevention of sexual harassment effectively.

The Gender Audit was conducted in the following process –

- i) Orientation of the students and Staff members through various activities like webinars, Guest Lectures. Posters Presentations, Debate Competitions and Quiz Competitions were also presented.
- ii) Questionnaire was circulated among the students to understand their awareness about women safety in the College premises
- iii) Statistical Gender Analysis was collected of all staff-members, students and management

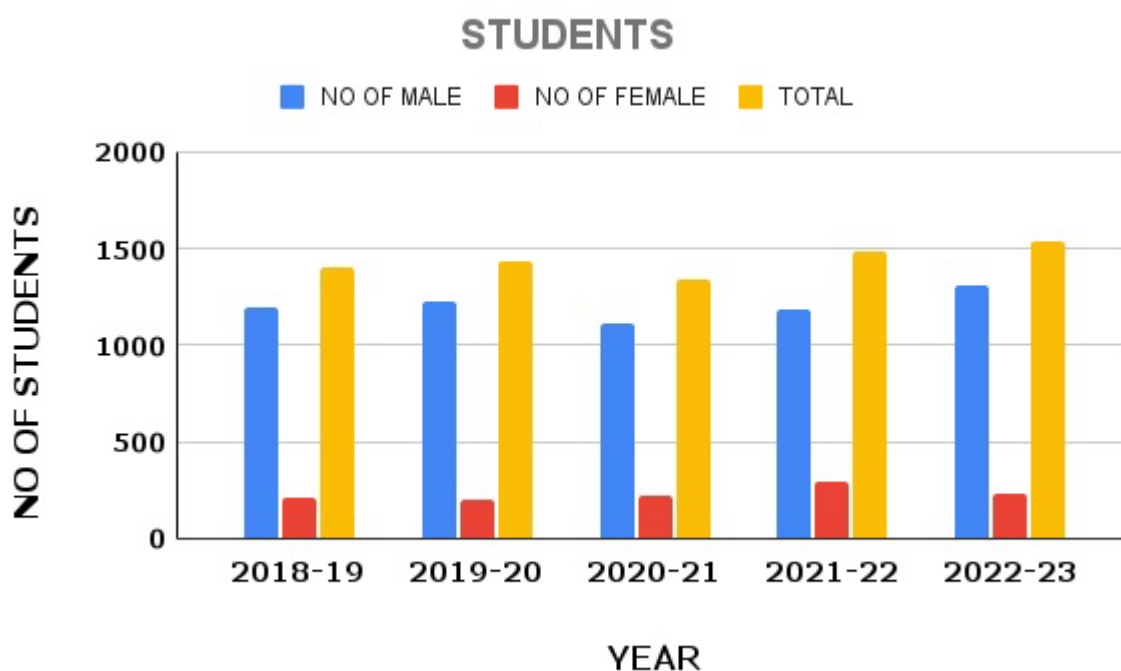
An Internal Audit

This dimension refers to how much an institute nourish gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender. Details gender audit based on every academic session are furnished bellow.



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Gender wise details of students in every academic session

Academic Session	Male students		Female students		Total
	Total	%	Total	%	
2018-2019	1192	84.96	211	15.03	1403
2019-2020	1230	85.77	204	14.22	1434
2020-2021	1117	83.48	221	16.51	1338
2021-2022	1186	79.86	299	20.13	1485
2022-2023	1305	85.12	228	14.87	1533

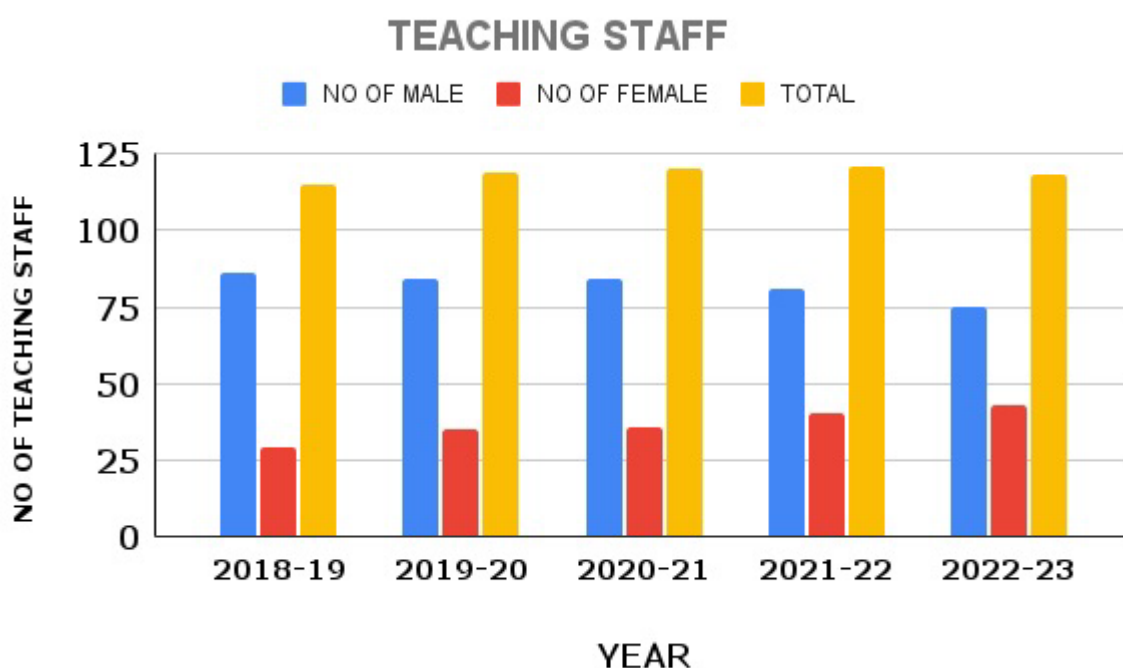


The above table giving gender wise details of students in the institute provides the information regarding growth of students' strength in the last five years. In the year 2018-19, (15.03%) were female students (84.96%) male students. 2019-20, (14.22%) were female students (85.77%) male students. 2020-21, (16.51%) were female students (83.48%) male students. 2021-22, (20.13%) were female students (79.86%) male students. 2022-23, (14.87%) were female students (85.12%) male students.



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Gender wise details of teaching staff in every academic session

Academic Session	Male teaching staff		Female teaching staff		Total
	Total	%	Total	%	
2018-2019	86	74.78	29	25.21	115
2019-2020	84	70.58	35	29.41	119
2020-2021	84	70.00	36	30.00	120
2021-2022	81	66.94	40	33.05	121
2022-2023	75	63.55	43	36.44	118

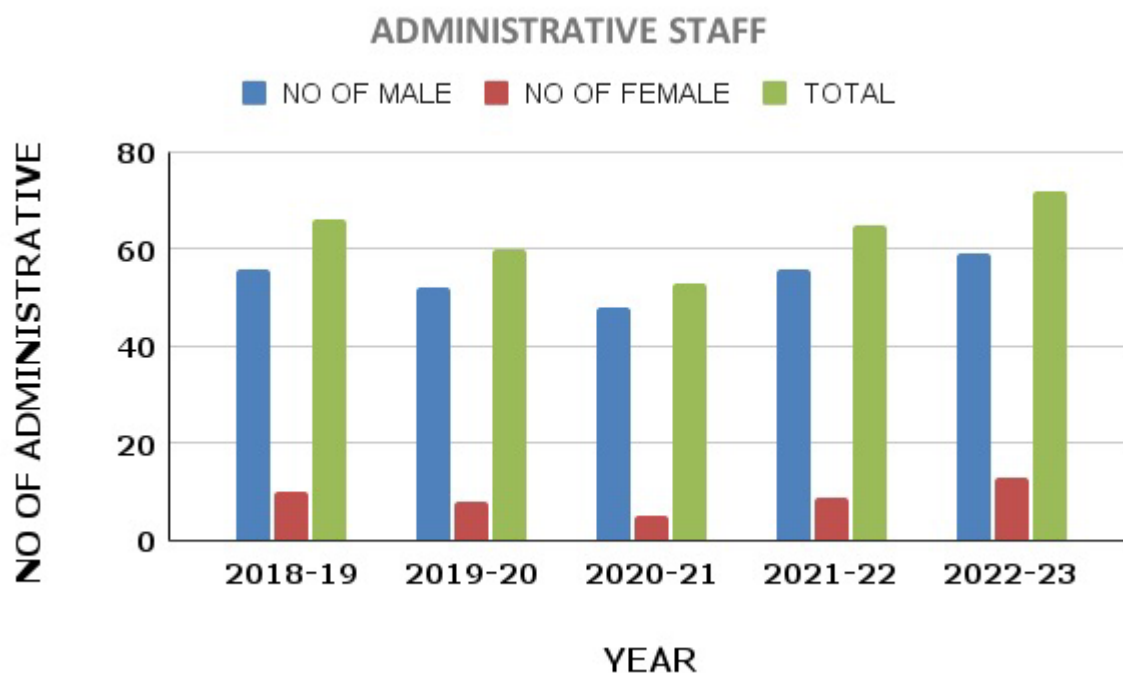


The above table giving gender wise details of teaching staff in the institute provides the information regarding growth of teaching' strength in the last five years. In the year 2018-19, (25.21%) were female students (74.78%) male students. 2019-20, (29.41%) were female students (70.58%) male students. 2020-21, (30.00%) were female students (70.00%)male students. 2021-22, (33.05%) were female students (66.94%) male students. 2022-23, (36.44%) were female students (63.55%)male students.



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Gender wise details of administrative staff in every academic session

Academic Session	Male staff		Female staff		Total
	Total	%	Total	%	
2018-2019	56	84.84	10	15.15	66
2019-2020	52	86.66	8	13.33	60
2020-2021	48	90.56	5	09.43	53
2021-2022	56	86.15	9	13.84	65
2022-2023	59	81.94	13	18.05	72



The above table giving gender wise details of administrative staff in the institute provides the information regarding growth of staff strength in the last five years. In the year 2018-19, (15.15%) were female students (84.84%) male students. 2019-20, (13.33%) were female students (86.66%) male students. 2020-21, (09.43%) were female students (90.56%)male students. 2021-22, (13.84%) were female students (86.15%) male students. 2022-23, (18.05%) were female students (81.94%)male students.


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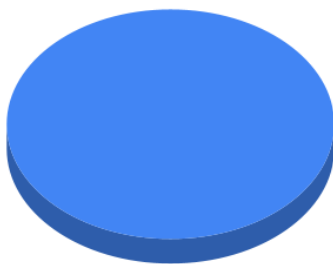
Gender Audit Survey

An extensive survey was conducted by the college to evaluate and understand the aspect of gender equality in the campus. Based on some qualitative questionnaire objective of the survey enhance the gender awareness in local scenario. Audit questions are furnished bellow.

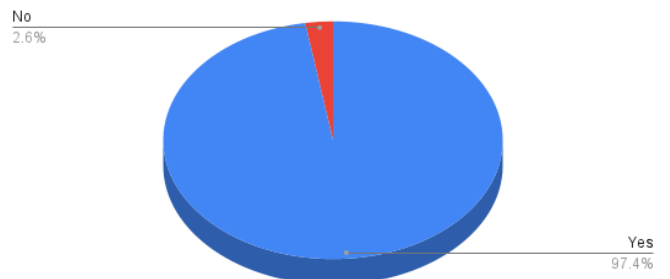
Q1. Does the college conducts gender sensitization programs at a regular interval?

	College Staff- Male		College Staff-Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	58	100	37	97.37	430	94.09	103	85.12	27	90.00	14	100
No	0	0	1	2.63	13	2.84	11	9.09	0	0.00	0	0
Maybe	0	0	0	0.00	14	3.06	7	5.79	3	10.00	0	0

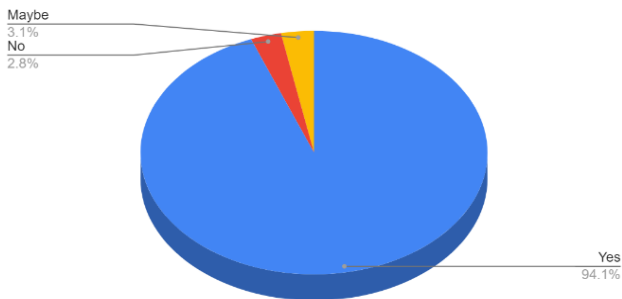
COLLEGE STAFF- MALE



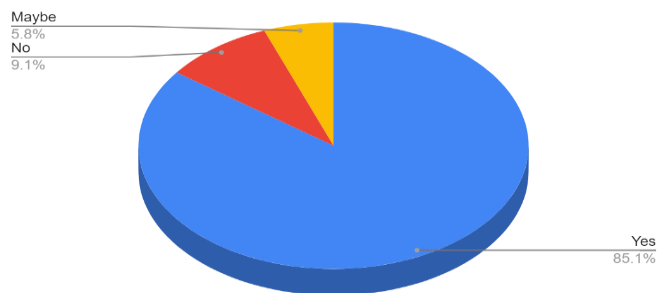
COLLEGE STAFF- FEMALE



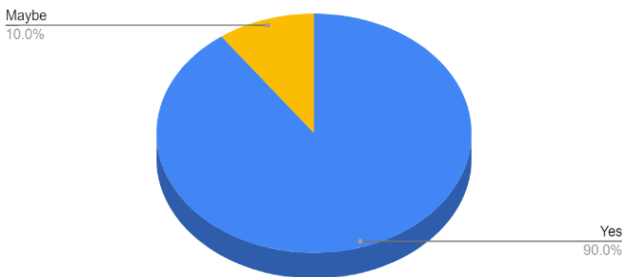
STUDENT - MALE



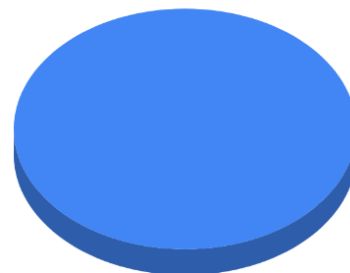
STUDENT- FEMALE



ALUMNI- MALE



ALUMNI- FEMALE

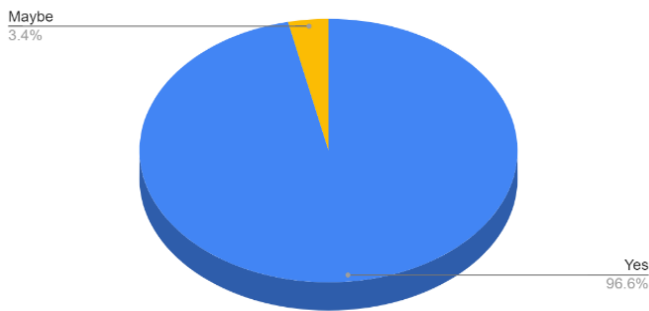



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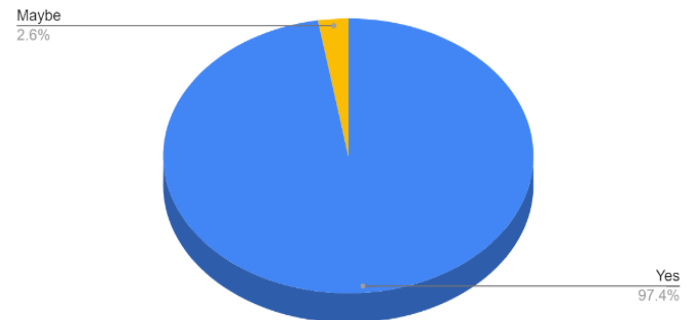
Q2. Does the the college arrange gender awareness programs, such as awareness of sexual harassment, Laws concerning sexual harassment, Respect every gender etc.?

	College Staff- Male		College Staff-Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	56	96.55	37	97.37	414	90.59	112	92.56	28	93.33	12	80.00
No	0	0.00	0	0.00	20	4.38	3	2.48	1	3.33	1	6.67
Maybe	2	3.45	1	2.63	23	5.03	6	4.96	1	3.33	2	13.33

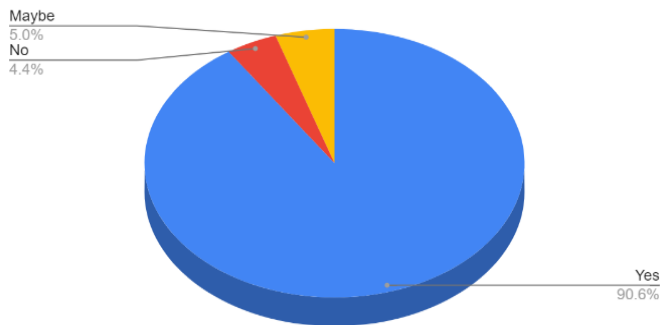
COLLEGE-STAFF MALE



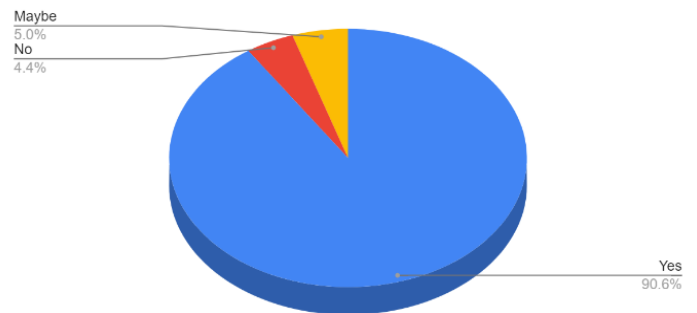
COLLEGE-STAFF FEMALE



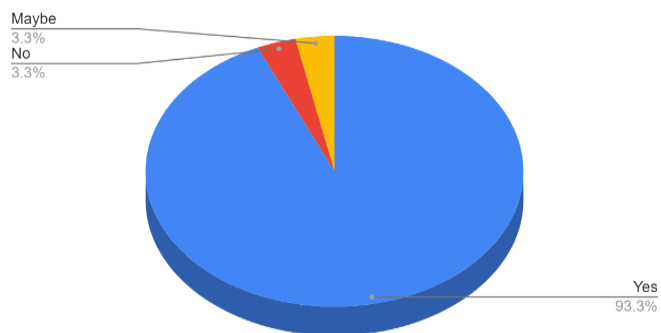
STUDENT -FEMALE



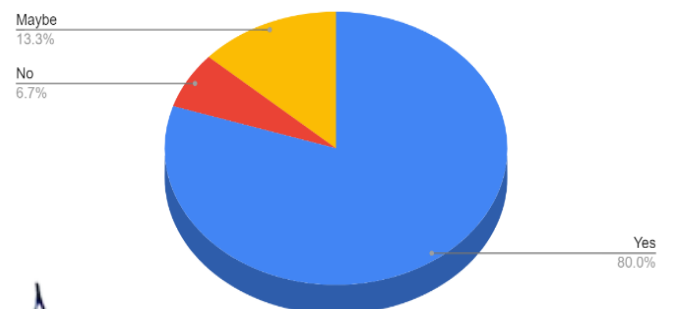
STUDENT -MALE



ALUMNI-MALE



ALUMNI-FEMALE

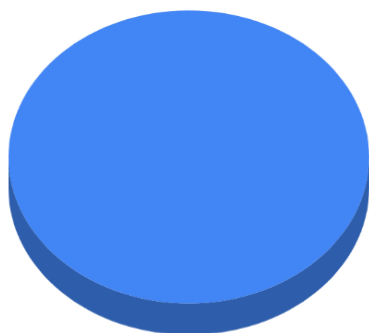


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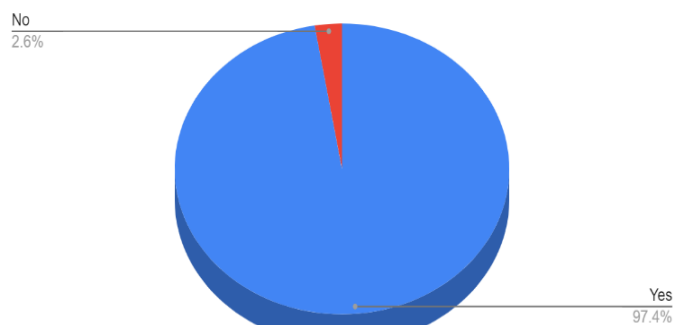
Q3. Does there exist adequate number of Girl's toilet with proper facilities?

	College Staff- Male		College Staff-Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	58	100.00	37	97.37	421	92.12	110	90.91	28	93.33	14	93.33
No	0	0.00	1	2.63	11	2.41	9	7.44	0	0.00	1	6.67
Maybe	0	0.00	0	0.00	25	5.47	2	1.65	2	6.67	0	0.00

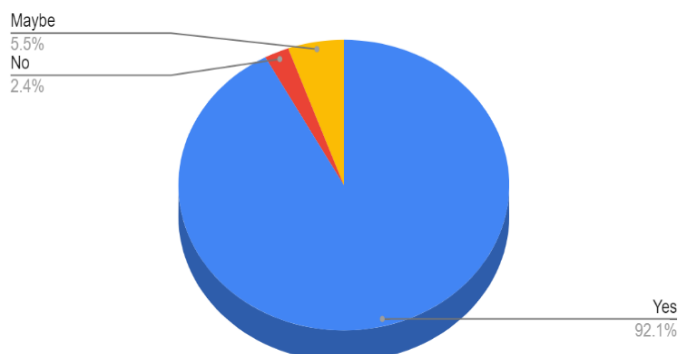
COLLEGE STAFF-MALE



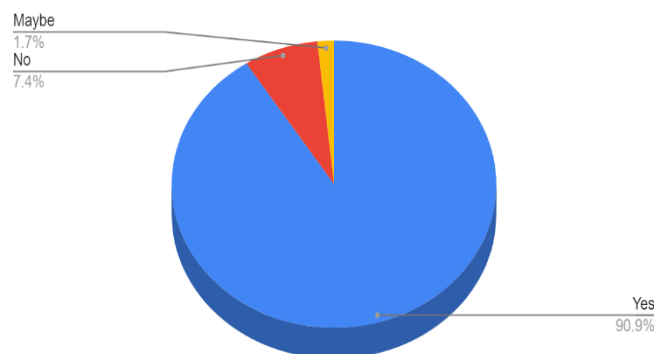
COLLEGE STAFF-FEMALE



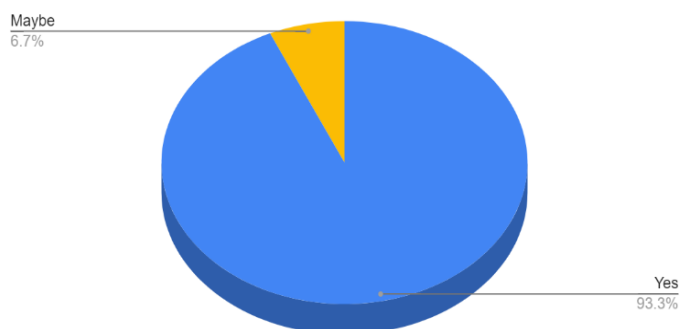
STUDENT-MALE



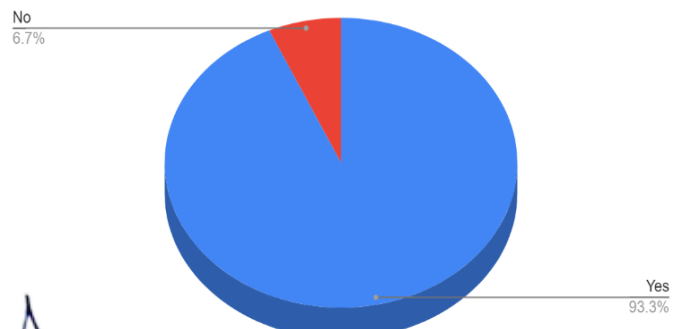
STUDENT-FEMALE



ALUMNI-MALE



ALUMNI-FEMALE

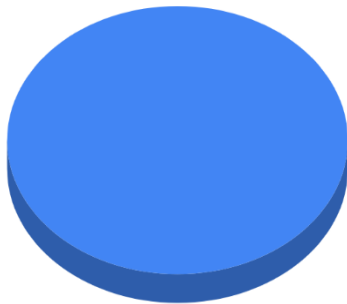


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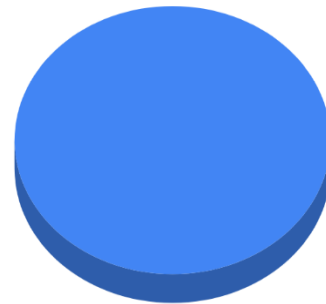
Q4. Dose sufficient lighting is available inside the campus during class and working hours, including but not limited to, adequate light in corridor, classrooms, common areas, toilets etc.?

	College Staff- Male		College Staff-Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	58	100.00	38	100.00	400	87.53	114	94.21	27	90.00	13	86.67
No	0	0.00	0	0.00	15	3.28	2	1.65	2	6.67	1	6.67
Maybe	0	0.00	0	0.00	42	9.19	5	4.13	1	3.33	1	6.67

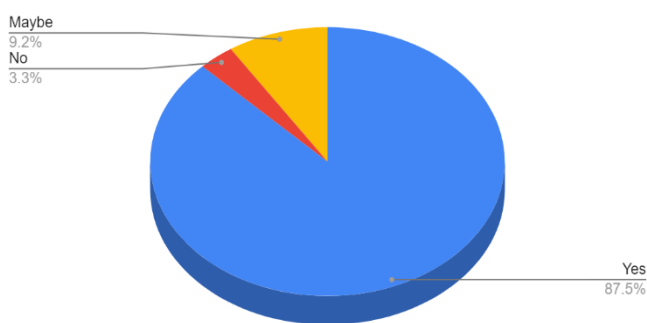
COLLEGE STAFF-MALE



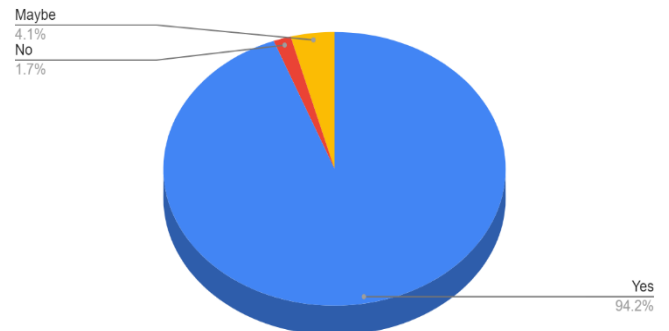
COLLEGE STAFF-FEMALE



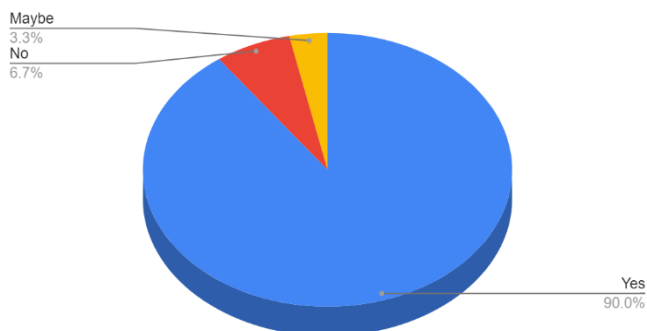
STUDENT-MALE



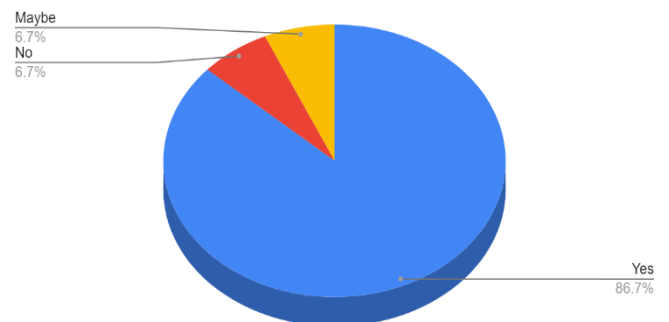
STUDENT-FEMALE




ALUMNI-MALE



ALUMNI-FEMALE

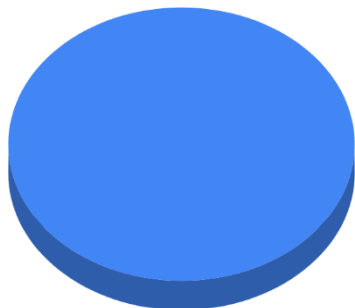



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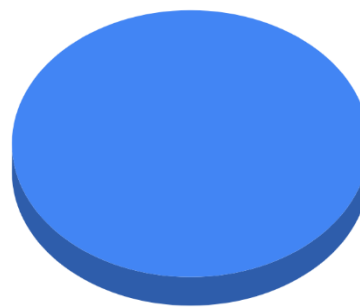
Q5. Does Adequate security arrangements like CCTV surveillance, security guard have been made in the campus and common areas during day and night?

	College Staff- Male		College Staff-Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	58	100.00	38	100.00	425	93.00	117	96.69	27	90.00	14	93.33
No	0	0.00	0	0.00	4	0.88	1	0.83	2	6.67	0	0.00
Maybe	0	0.00	0	0.00	28	6.13	3	2.48	1	3.33	1	6.67

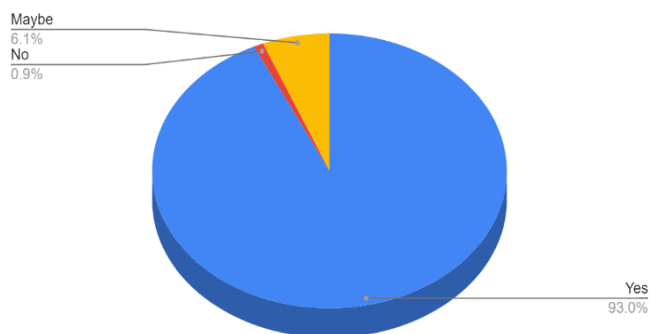
COLLEGE STAFF-MALE



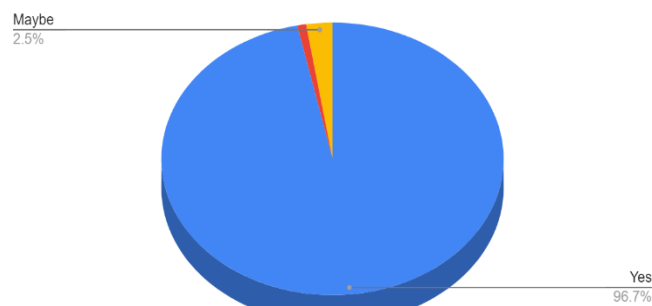
COLLEGE STAFF-FEMALE



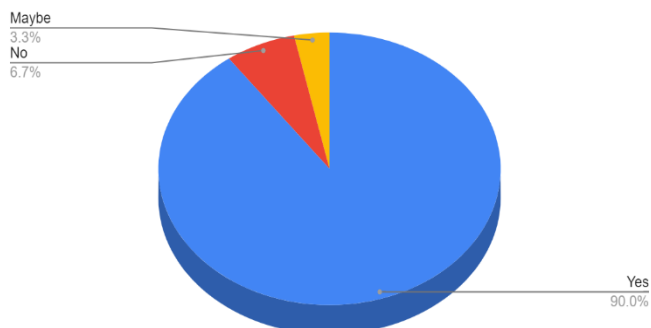
STUDENT-MALE



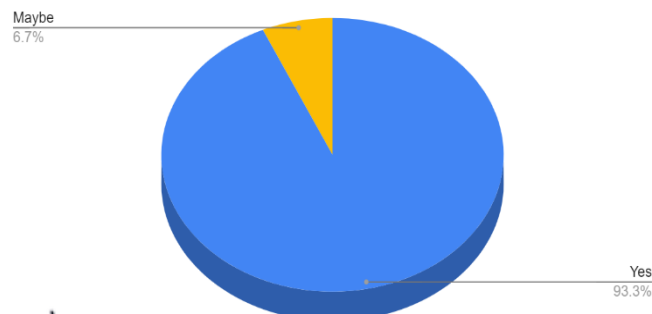
STUDENT-FEMALE




ALUMNI-MALE



ALUMNI-FEMALE

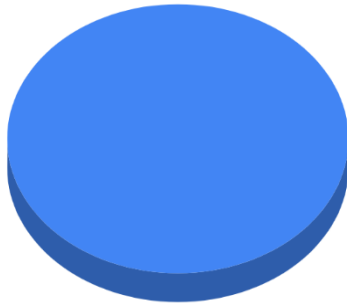



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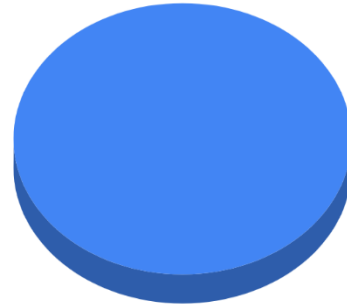
Q6. Does Internal Complaints Committee (ICC) and women cell formed and functional and students are aware of that?

	College Staff- Male		College Staff-Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	58	100.00	38	100.00	426	93.22	113	93.39	28	93.33	10	66.67
No	0	0.00	0	0.00	12	2.63	6	4.96	1	3.33	2	13.33
Maybe	0	0.00	0	0.00	19	4.16	2	1.65	1	3.33	3	20.00

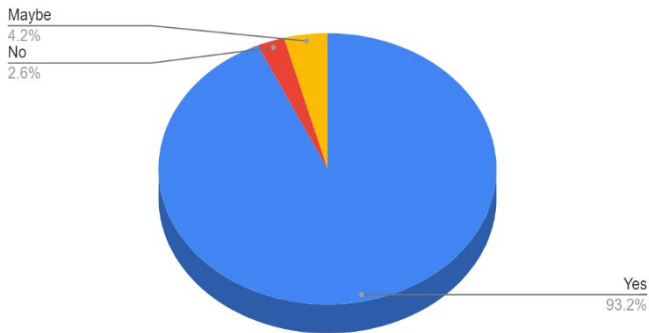
COLLEGE STAFF-MALE



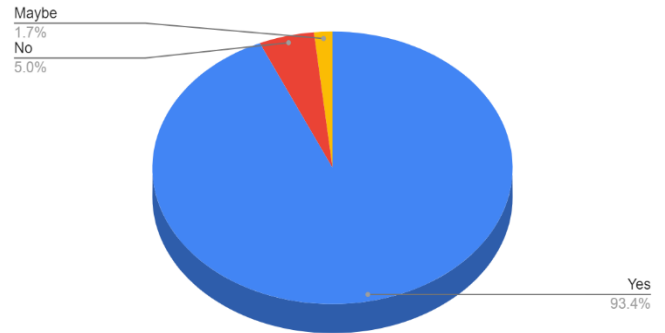
COLLEGE STAFF-MALE



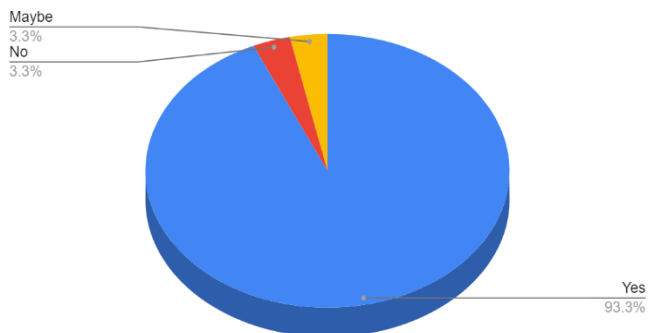
STUDENT-MALE



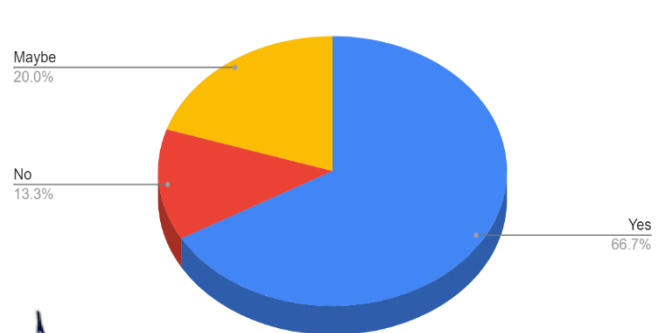
STUDENT-FEMALE




ALUMNI-MALE



ALUMNI-FEMALE

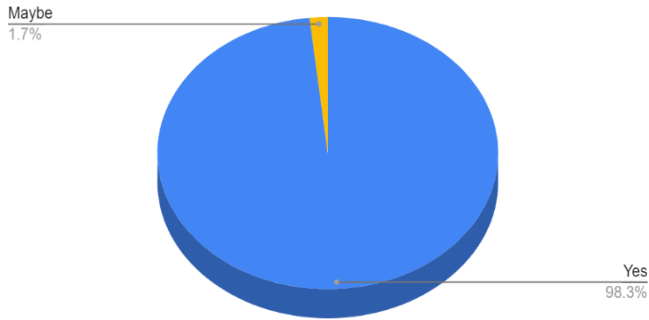



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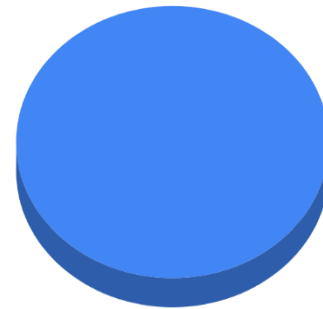
Q7. Does female faculties are included in ICC and/or Women Cell?

	College Staff- Male		College Staff-Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	57	98.28	38	100.00	381	83.37	101	83.47	26	86.67	9	60.00
No	0	0.00	0	0.00	14	3.06	5	4.13	1	3.33	1	6.67
Maybe	1	1.72	0	0.00	62	13.57	15	12.40	3	10.00	5	33.33

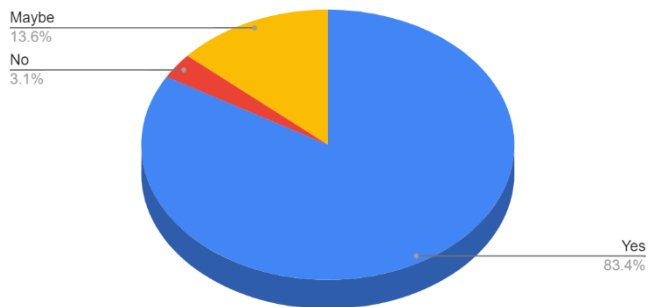
COLLEGE STAFF-MALE



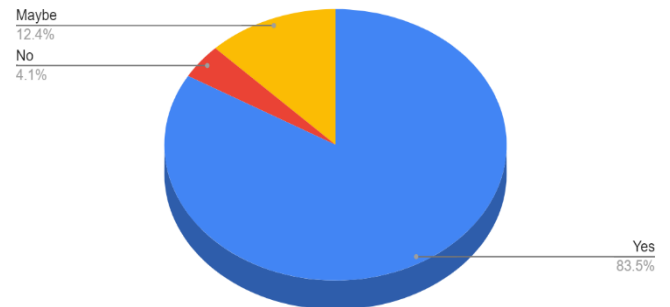
COLLEGE STAFF-FEMALE



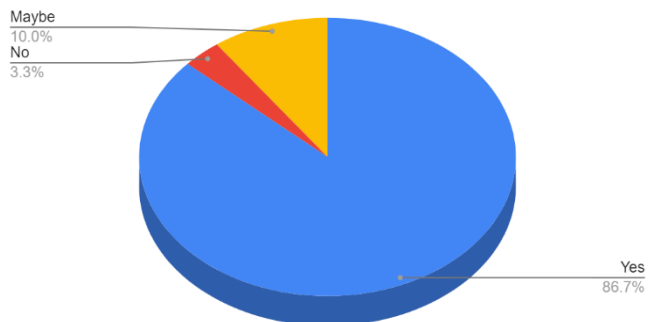
STUDENT-MALE



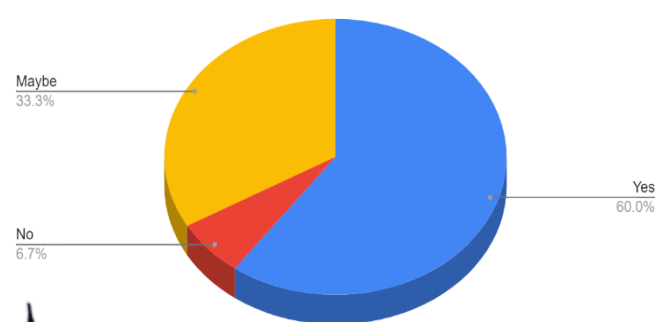
STUDENT-FEMALE




ALUMNI-MALE



ALUMNI-FEMALE

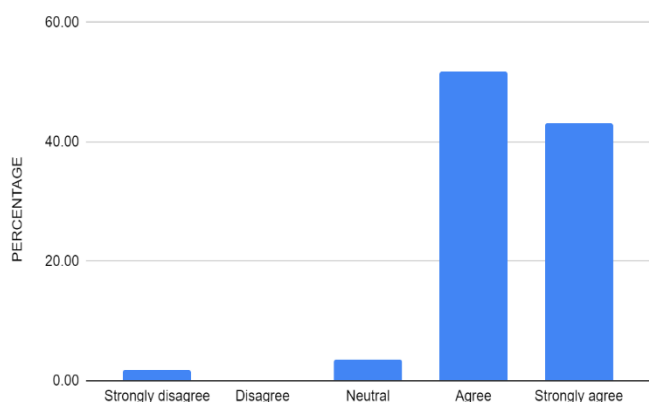



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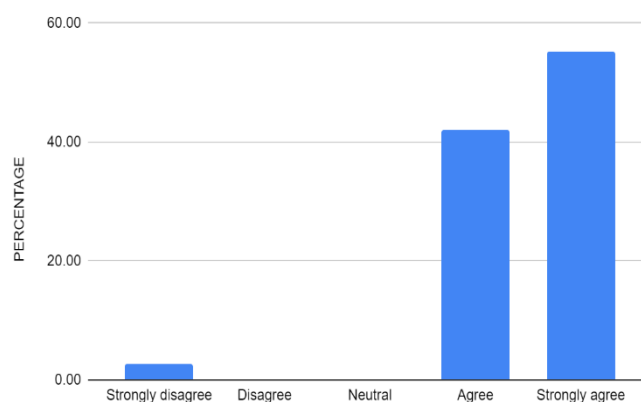
Q8. Is the college timing suitable for girl students and female faculties?

	College Staff- Male		College Staff- Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Strongly disagree	1	1.72	1	2.63	8	1.75	2	1.65	2	6.67	1	6.67
Disagree	0	0.00	0	0.00	5	1.09	3	2.48	0	0.00	0	0.00
Neutral	2	3.45	0	0.00	117	25.60	13	10.74	4	13.33	1	6.67
Agree	30	51.72	16	42.11	214	46.83	54	44.63	17	56.67	9	60.00
Strongly agree	25	43.10	21	55.26	113	24.73	49	40.50	7	23.33	4	26.67

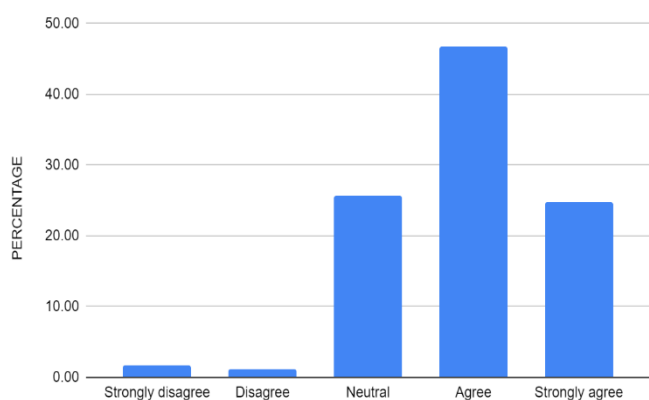
College Staff- Male



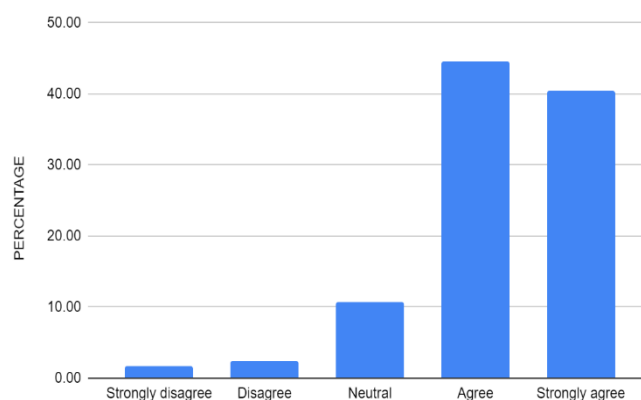
College Staff-Female



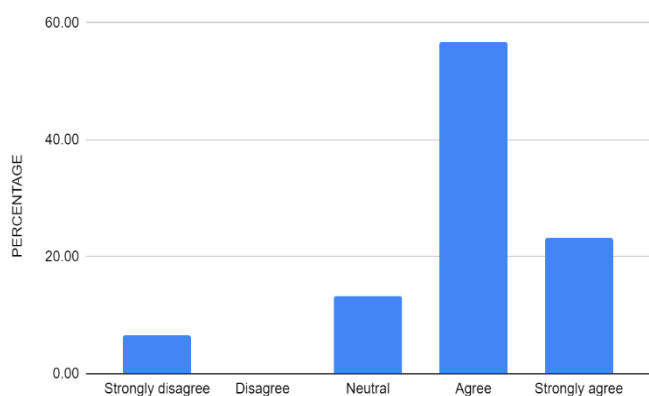
Student-Male



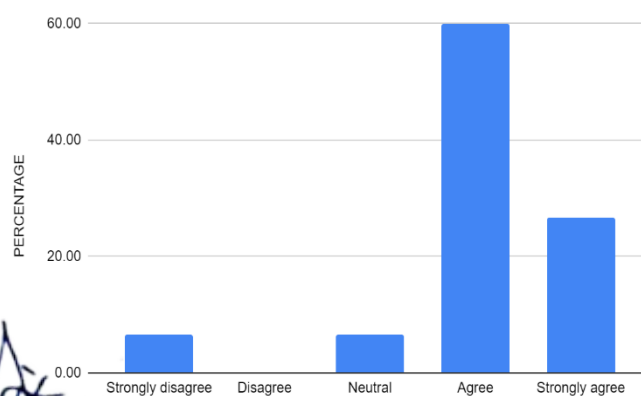
Student- Female

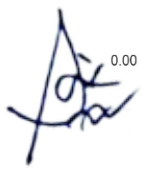


Alumni- Male



Alumni-Female



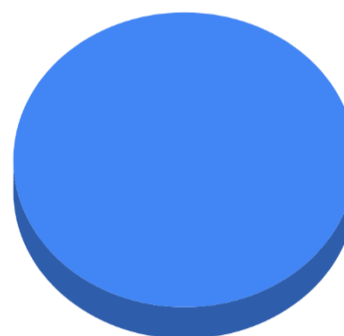
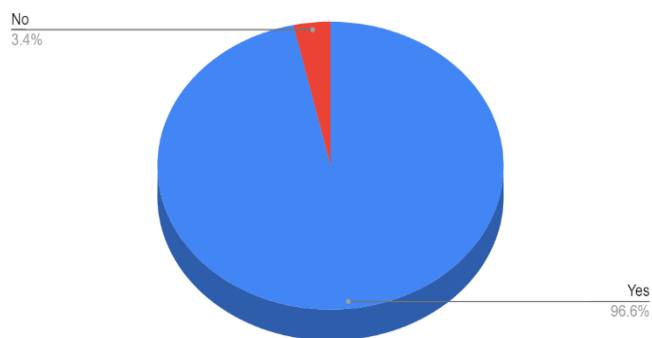

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Q9. Are you aware of the Grievance Redressal Cell in the institute?

	College Staff- Male		College Staff-Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	56	96.55	38	100.00	348	76.15	83	68.60	17	56.67	8	53.33
No	2	3.45	0	0.00	109	23.85	38	31.40	13	43.33	7	46.67
Maybe	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

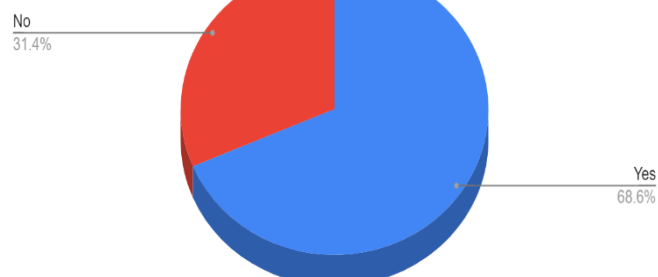
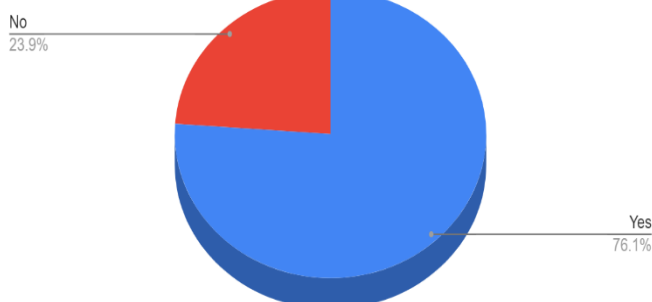
COLLEGE STAFF-MALE

COLLEGE STAFF-FEMALE



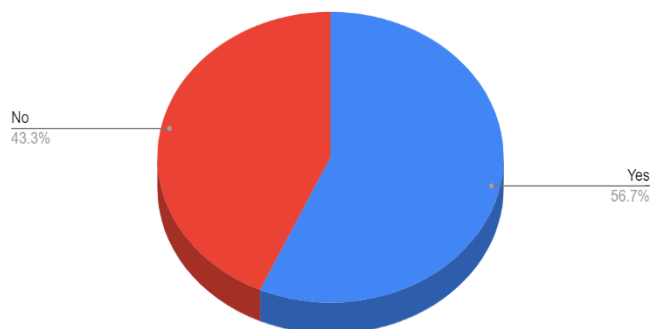
STUDENT-MALE


STUDENT-FEMALE



ALUMNI-MALE

ALUMNI-FEMALE

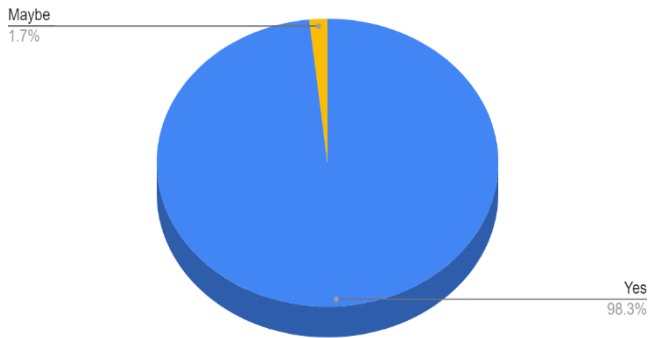



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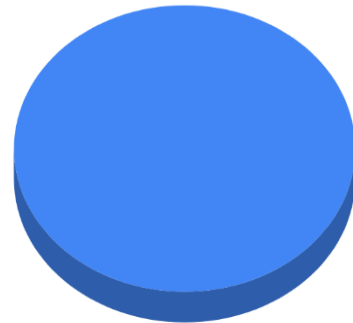
Q10. Do the classroom, laboratory and library offers equal opportunities to all genders?

	College Staff- Male		College Staff-Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	57	98.28	38	100.00	420	91.90	116	95.87	27	90.00	14	93.33
No	0	0.00	0	0.00	11	2.41	2	1.65	0	0.00	0	0.00
Maybe	1	1.72	0	0.00	26	5.69	3	2.48	3	10.00	1	6.67

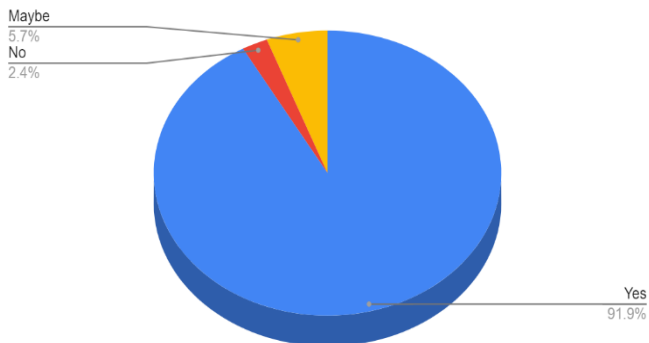
COLLEGE STAFF-MALE



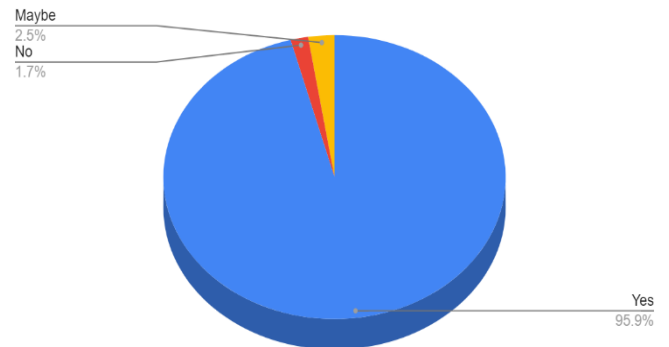
COLLEGE STAFF-FEMALE



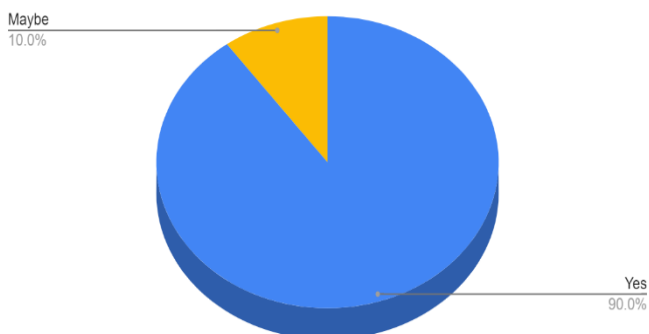
STUDENT-MALE



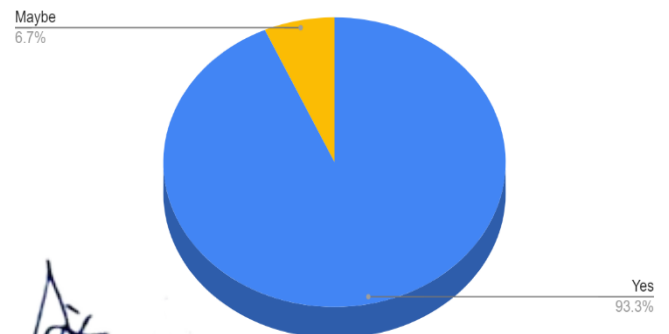
STUDENT-FEMALE



ALUMNI-MALE



AUMNI-FEMALE

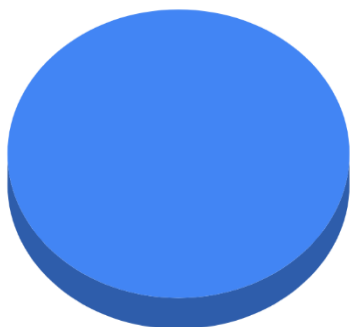



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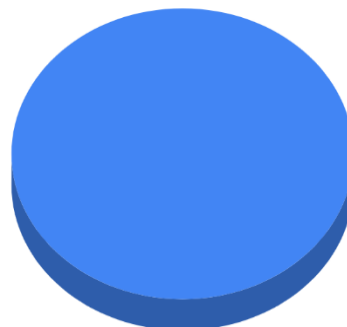
Q11. Does the institute offer equal opportunities to all genders in sports, various clubs and forums?

	College Staff- Male		College Staff-Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	58	100.00	38	100.00	385	84.25	106	87.60	24	80.00	14	93.33
No	0	0.00	0	0.00	15	3.28	3	2.48	1	3.33	0	0.00
Maybe	0	0.00	0	0.00	57	12.47	12	9.92	5	16.67	1	6.67

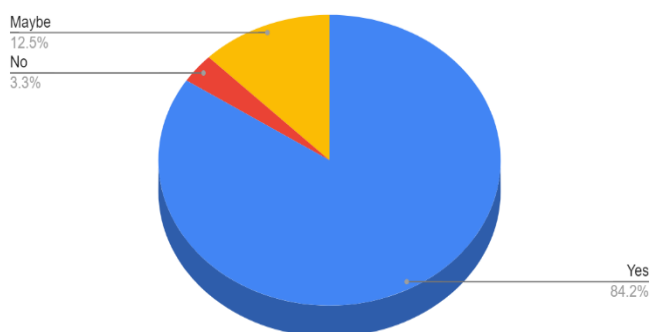
COLLEGE STAFF-MALE



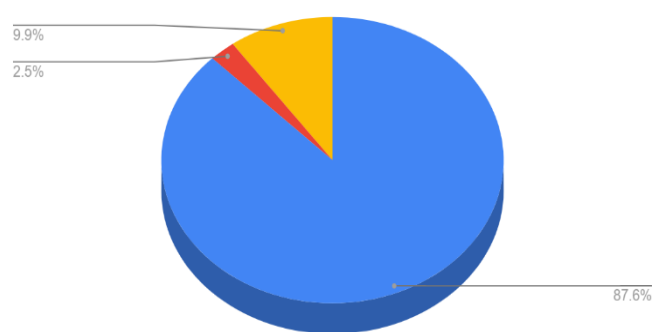
COLLEGE STAFF-FEMALE



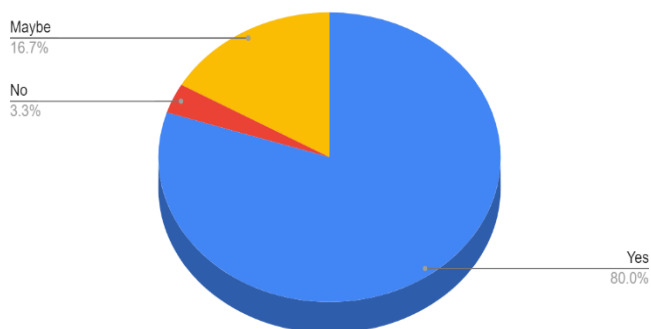
STUDENT-MALE



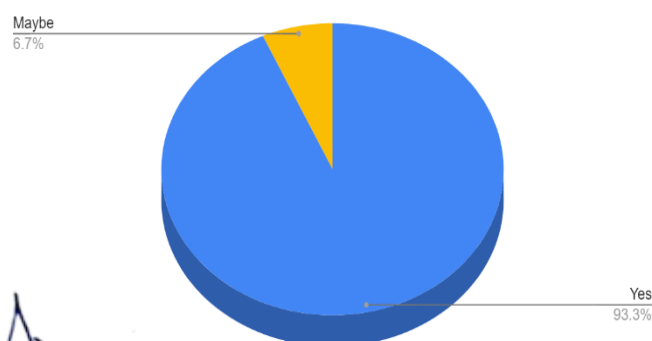
STUDENT-FEMALE



ALUMNI-MALE



ALUMNI-FEMALE

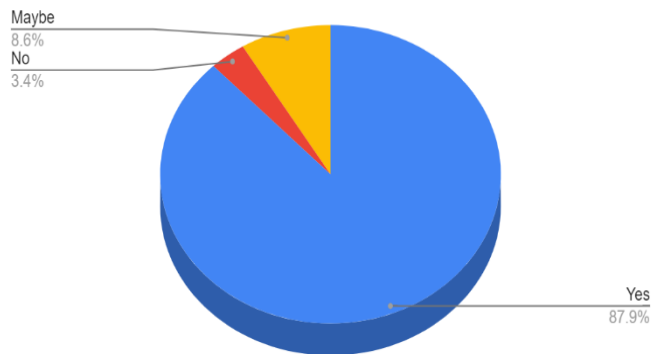



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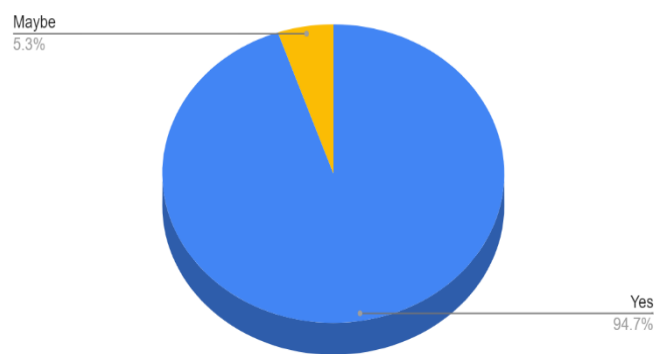
Q12. Does the institute have student counselling facility?

	College Staff- Male		College Staff-Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	51	87.93	36	94.74	302	66.08	74	61.16	17	56.67	9	60.00
No	2	3.45	0	0.00	26	5.69	9	7.44	3	10.00	1	6.67
Maybe	5	8.62	2	5.26	129	28.23	38	31.40	10	33.33	5	33.33

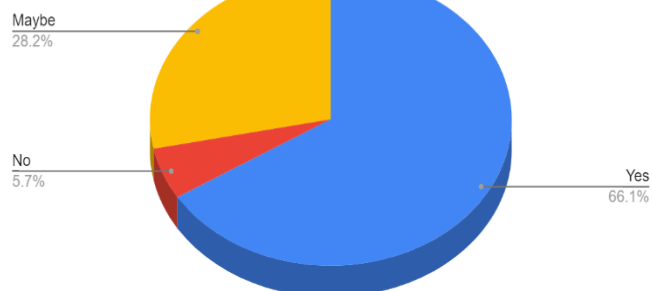
COLLEGE STAFF-MALE



COLLEGE STAFF FEMALE



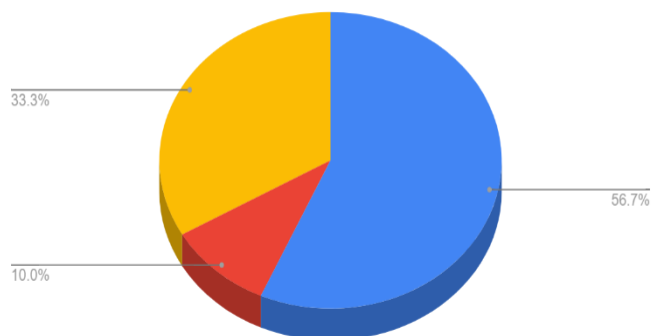
STUDENT-MALE



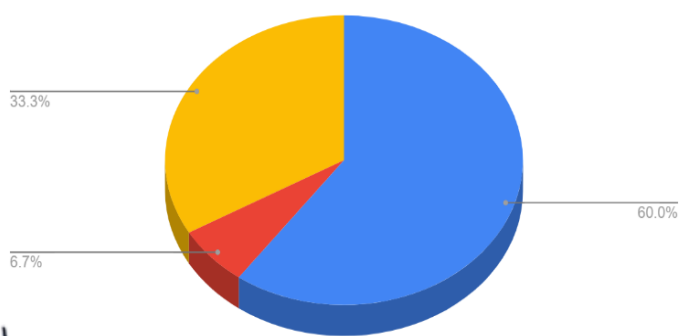
STUDENT-FEMALE




ALUMNI-MALE



ALUMNI-FEMALE




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Q13. Have you been ever victimize of sexual harassments at the institute premises?

	College Staff- Male		College Staff-Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
No	58	100.00	38	100.00	457	100.00	121	100.00	30	100.00	15	100.00
Maybe	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

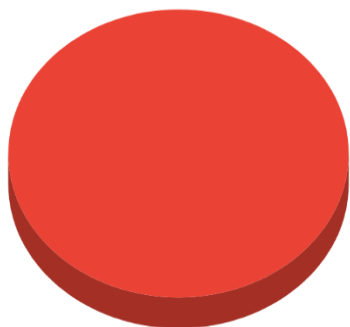
COLLEGE STAFF-MALE



COLLEGE STAFF-FEMALE



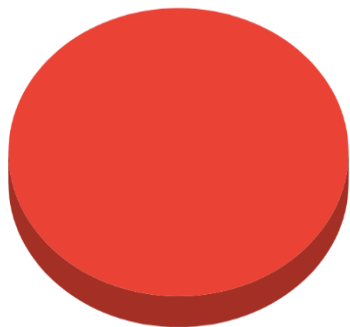
STUDENT-MALE



STUDENT-FEMALE




ALUMNI-MALE



ALUMNI-FEMALE

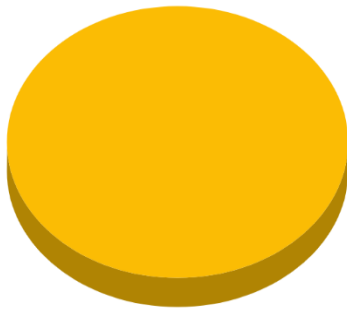



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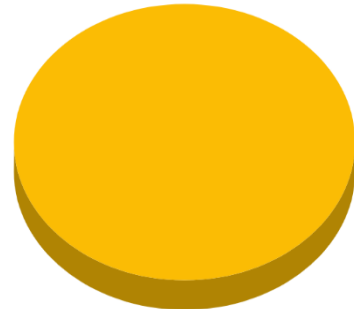
Q14. If yes, have you reported that incident to the ICC or Grievance Redressal Cell?

	College Staff- Male		College Staff- Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
No	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Not Applicable for me	58	100.00	38	100.00	457	100.00	121	100.00	30	100.00	15	100.00

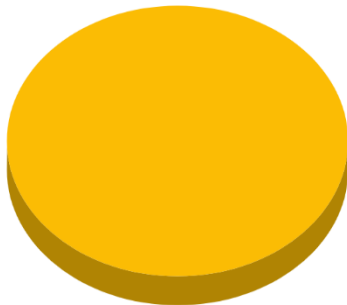
COLLEGE STAFF-MALE



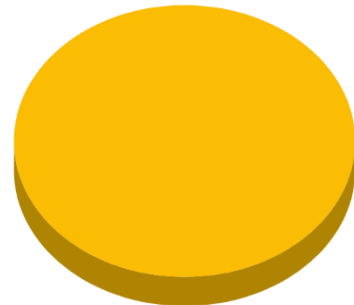
COLLEGE STAFF-FEMALE



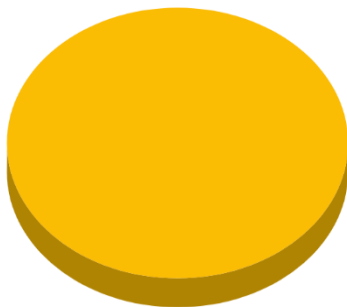
STUDENT-MALE



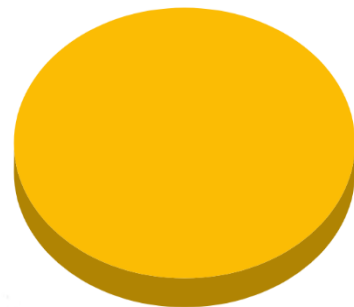
STUDENT-FEMALE




ALUMNI-FEMALE



ALUMNI-FEMALE

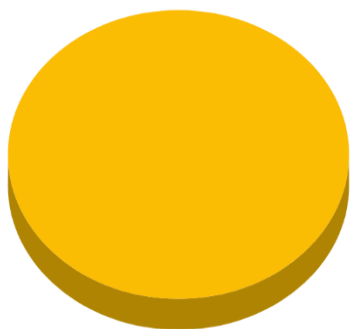



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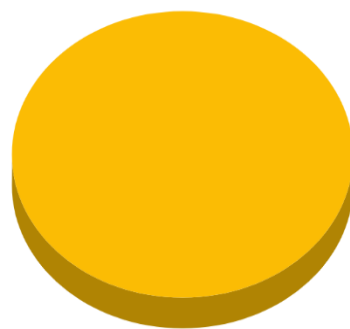
Q15. Was it resolved to your satisfaction (if reported earlier)?

	College Staff- Male		College Staff- Female		Student- Male		Student- Female		Alumni- Male		Alumni- Female	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Yes	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
No	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Not Applicable to me	58	100.00	38	100.00	457	100.00	121	100.00	30	100.00	15	100.00

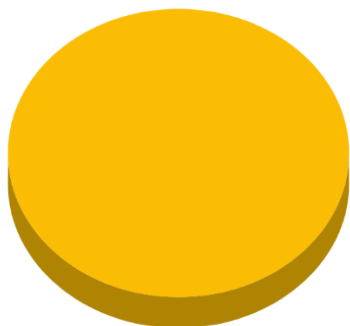
COLLEGE STAFF-MALE



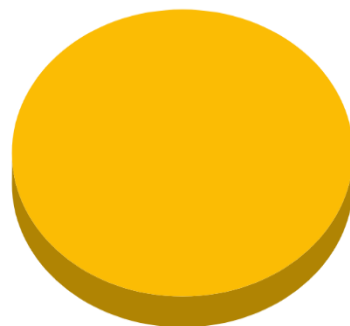
COLLEGE STAFF-FEMALE



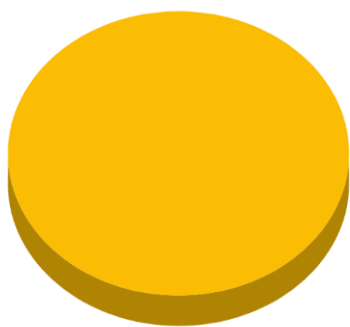
STUDENT-MALE



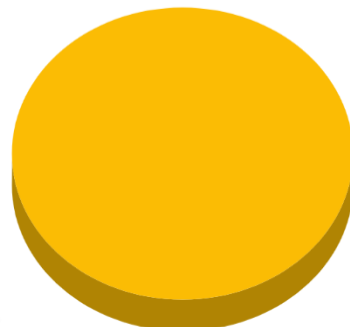
STUDENT-FEMALE




ALUMNI-MALE



ALUMNI-FEMALE




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Internal Complaints Committee

Re-constitution of Internal Complaints Committee (ICC) in accordance with the provisions of the All India Council for Technical Education (Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions) Regulations, 2016. The following members are nominated with immediate effect:

Committee Members

Sl.No.	Name	Designation
1	Dr. Nibedita Mukherjee	Chairperson
2	Mrs. Laboni Nandi	Convenor
3	Mrs. Shreyasi Sengupta	Teaching Member
4	Ms. Payel Chakraborty	Teaching Member
5	Ms. Ishika Ghosh	Teaching Member
6	Ms. Rajalakshmi Chandrasekhar	Teaching Member
7	Mrs. Anupa Nandi	Teaching Member
8	Ms. Pragati Ghosh	Teaching Member
9	Mr. Subhadeep Mondal	Teaching Member
10	Mr. Raju Kumar Shaw	Non-Teaching Member
11	Mrs. Trina Bhattacharya	Non-Teaching Member
12	Ms. Naurin Sultana	Student Member
13	Ms. Sagorika Majumder	Student Member
14	Ms. Pratisha Pramanik	Student Member
15	Ms. Barnali Majumder	Student Member


Duties and Responsibilities

- To arrange orientation programs for students and employees.
- To sensitize the students and employees regarding gender discrimination
- To enhance the community awareness in a large extent towards gender related issues and take some measures to create gender equalization on the campus.
- To pointed out necessary decision for providing a safe working environment in the campus and the action taken from time basis in order to prevent any acts of gender discrimination in any form.
- To organize workshops at regular intervals for nurture students and staff members with the provisions of the sexual harassment of women at workplace.

By E mail: Any complaint of sexual harassment must be send by an email only to the ICC – on womencellrurf@regent.ac.in for the purpose of confidentiality.

Direct contact: Complaints in confidence: Dr. Nibedita Mukherjee, Associate Professor- ICC CELL, Chairperson

Online Portal: Any complaint of sexual harassment must be submitting the compliant by our college website.


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Survey Analysis:

The number of female teaching staff are gradually increases from 25% to 36% in last five academic years. Whereas average male teaching staff is 69%.

The results indicate that 3% increment in the administrative female staff. Average male staff in the admin position is 86%.

In the current academic session results from students scenario is 15% female and 85% male. Results were same in the 2018-2019 academic session. Furthermore, 3% increment among the female students from average number 16%.

It is found that students are aware about the need for gender sensitization. 84% of the Females and 80% of the Males surveyed are aware about Gender Sensitization programs and Gender Audit conducted by college.

All females and males surveyed are aware about Internal Complaints Committee and its functionality of handling all sexual harassment cases. There are no cases of Sexual Harassment at the institute premises.

Students have given satisfactory responses towards the infrastructural facilities and safety and cleanliness.

83% Male and 90% of female students surveyed agreed that classroom, library and laboratory offer equal opportunities for all genders.

Participation of boys (85%) is much greater than girls (35%) in Sports. It is necessary to motivate girls for participating in sports. It can improve their physical strength and fitness.

The overall academic performance of girls is better than boys both at UG and PG level.

Recommendation and Implementation Plan:

According to the central government advisory committee order, higher education institutions must undertake gender audits to protect women's safety on campus and implement gender equalizations programmes.

Gender Policy

The Gender policy of Regent Education and Research Foundation Group of Institutions aims to promote equality of access and treatment to all genders working and studying at the College.

RERFGI affirms in the principles of equality, fairness and justice for all. Inclusive education and opportunities The College believes in inclusivity in education and practices it with the complete commitment and involvement of its management, faculties and staff.


The College works on the following parameters to create an atmosphere of inclusivity and respect for all genders on the campus. They are:

- There shall not be any kind of discrimination on the basis of Gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance redressal cell
- The institute shall arrange effective measures for the safety and security of all gender.
- Regular communication with the stakeholders about the need to respect human dignity.
- Conducting guest lectures for students on diversity, sensitivity to various genders and changing gender roles.

- Active Women Development Cell for representation of women.
- Regular activities to make faculties and students aware about gender-based issues.

The faculties of RERFGI encourage students to learn from diversity in class and recognize the uniqueness, each gender has to offer. They create a learning environment which encourages participation, discussion and fairness. Students can approach their mentors to discuss professional as well as personal problems.

The college always focuses on the all-round development of student irrespective of gender. The good gender equity is the characteristic of quality institute. Our college strives to enhance the equity and ensure the equality of women in all activities through well planned policy. The audit was conducted with the major objectives to foster gender equality in all aspects of college life and throughout the college community; to examine the policies and regulations of the college towards the needs and interests of both the male and female learners of the college; and to take active steps and corrective measures to establish good gender balance in decision-making processes in all areas of the college activities. It was an effective attempt seeing the current status of women across the nation.



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